

GENDER ACTION PLAN

Outputs	Gender Objectives	Activities	Indicators/Targets	Responsible Agency(s)	Budget
Output 1 Industry-driven TVET system established in the three priority sectors	Reduce gender stereotyping of occupations in the three priority sectors	Ensure gender sensitivity for public communication and consultations	Gender sensitive communication strategy and plan developed Number of workshops conducted by using gender sensitive communication strategy and plan	Communication specialist PIU	Remuneration for public communication specialist (national, 3 person-months) Included in the budget for workshops
Output 2 Selected TVET providers upgraded to implement CBT&A in the three priority sectors	Ensure the participation of female management staff and teachers in training Ensure the participation of female students in internship	Include in self-assessment report and quality improvement plan templates sex-disaggregated data (student enrollments, teachers, and managers) Require gender targets in technical and vocational skills teachers training plans prepared by selected TVET providers Include gender-related instructions in guidelines for internship Design methodology and tools for graduate tracer studies and employer satisfaction surveys to collect and analyze sex-disaggregated data	30 managers of the selected TVET providers trained in industry-driven TVET management by 2018, of which about 33% are female managers 170 teachers trained in technical and vocational skills for the key occupations by 2019, of which 35% are female teachers 50 teachers trained in technical and vocational skills for the key occupations through industry placement by 2019, of which 30% are female teachers 350 students completed internship by 2019, of which 29% are female students 15,500 students have completed CBT programs and courses, of which about 18% are female students	Occupational standards, assessment and certification specialists Standards development committees PIU Selected TVET providers Technical and vocational skills training specialist Graduate tracer studies specialist	Remuneration for occupational standards, assessment, and certification specialists (international, 5 person-months; national, 10 person-months) Included in budget for workshops Remuneration for technical and vocational skills training specialist (international, 4 person-months) Remuneration for graduate tracer studies specialist (national, 6 person-months)
Output 3 Training systems for TVET managers and teachers established in the	Adequately address gender issues related to industry-driven TVET system	Identify gender issues related to industry-driven TVET system and include measures to address the issues in training modules and handbook for TVET managers	Training modules and handbook for TVET managers developed with measures to address gender issues related to industry-driven TVET system	TVET management training specialist	Remuneration for TVET management training specialist (national, 6 person-months)

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three priority sectors	Ensure the involvement of female trainers in the delivery of training programs	Include actions to identify and select female master trainers in the procedures for identifying and selecting master technical and vocational skills trainers	30 master technical and vocational skills trainers identified and trained, of which about 17% are female	Technical and vocational skills training specialists PIU	Remuneration for technical and vocational skills training specialists (international, 4 person-months; 3 national, 6 person-months each) Included in the budget for workshops
Output 4 Secondary education career guidance and schools that specialize in technology supported	Ensure gender sensitivity in career guidance Ensure the participation of female teachers, and non-teaching and management staff in training	Identify gender issues related to career development and include, if necessary, separate career information and guidance for female and male students in career guidance modules and materials Include units on gender issues related to career development in career guidance training modules and materials for eighth and ninth grade teachers Collect sex-disaggregated data on eighth and ninth grade teachers for planning and monitoring training in career guidance	Gender-sensitive career guidance modules and materials developed 90% of eighth and ninth grade teachers trained in gender sensitive career guidance, of which 70% are female teachers	Career guidance specialists PIU Junior secondary schools	Remuneration for career guidance specialists (international, 2 person-months; national, 6 person-months) Included in the budget for project management
Output 5 Effective project management system established	Ensure implementation, monitoring, and quarterly reporting of the gender action plan	Collect and analyze sex-disaggregated data for planning, monitoring and reporting	PIU reports including analysis of progress in gender-related indicators	Gender specialist PIU	Remuneration for gender specialist (national, 3 person-months) Included in the budget for project management

CBT = competency-based training, CBT&A = competency-based training and assessment, PIU = project implementation unit, TVET = technical and vocational education and training.